

**EEO PUBLIC FILE REPORT FOR
THE EMPLOYMENT UNIT MADE UP OF
WDAY-TV (FARGO, ND)
WDAY(AM) 970 (FARGO, ND)
WDAZ-TV (GRAND FORKS, ND)**

This EEO Public File Report covers the one-year period ending November 30, 2021.

EEO Annual Public File Report

This EEO Public File Report is filed by Forum Communications Company pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The following information contained in this Report covers the one year time period from December 1, 2020, to November 30, 2021 (hereby after referred to as the "Reporting Period").

Sections 1 through 3 are intended to provide the information required by the FCC's EEO Rule.

- Section 1 notes the full-time vacancies over the Reporting Period, the recruitment sources used to fill each of those vacancies and the recruitment source that referred the hiree for each full-time vacancy.
- Section 2 contains the master list of all recruitment sources utilized by this Employment Unit during the Reporting Period. Each source is identified by name, address, contact person, telephone number, and any other contact information appropriate to the source.
- Section 3 shows a list and brief description of outreach initiatives undertaken by the Employment Unit pursuant to the FCC's EEO Rule over the Reporting Period.

Questions concerning this report should be directed to Joshua Rohrer, General Manager of Forum Communications Company. He may be contacted by phone at (701) 241-5338 or email at jrohrer@wday.com.

SECTION 1

**WDAY-TV
WDAY(AM) 970
WDAZ-TV**

EEO PUBLIC FILE REPORT December 1, 2020 – November 30, 2021

VACANCY LIST

Please see Section 2 for the Master Recruitment Source List and recruitment source data. Vacancies are sorted by open date; each vacancy notes which location the positions is in.

Job Title	Recruitment Sources used to fill Vacancy	Recruitment Source Referring Hiree
WDAY Photographer Open Date: 12/25/20 Hire Date: 5/10/21	1-8, 14, 15, 17-20, 23, 28-32, 34-39	4
WDAY Photographer Open Date: 12/25/20 Hire Date: 5/10/21	1-8, 14, 15, 17-20, 23, 28- 32, 34-39	20
WDAY Weekend Meteorologist Open Date: 11/30/20 Hire Date: 6/1/21	1-8, 14, 15, 17-20, 23, 25, 29-32, 34, 36-39	6
WDAY Weekend Anchor Open Date: 11/30/20 Hire Date: 6/14/21	1-8, 14, 15, 17-20, 23, 25, 29-32, 34-39	6
WDAY Morning Anchor/Producer Open Date: 3/9/21 Hire Date: 5/24/21	1-8, 14, 15, 17-20, 24, 27-30, 32- 37	6
WDAY Photographer Open Date: 4/28/21 Hire Date: 5/10/21	1-8, 14, 15, 17-20, 24, 27-30, 32-37	4
WDAY Photographer Open Date: 4/28/21 Hire Date: 5/10/21	1-8, 14, 15, 17-20, 24, 27-30, 32-37	6
Broadcast Promotion Specialist Open Date: 1/27/21 Hire Date: 3/1/21	1-8, 14, 15, 17-20, 22, 24, 25-30, 32-37	6

Marketing Coordinator Open Date: 5/20/21 Hire Date: 7/19/21	1-8, 10, 14, 15, 17-20, 23, 28-32, 34-39	6
Sports Remote Graphics Open Date: 6/17/21 Hire Date: 8/23/21	1-8, 10, 15, 17-21, 23, 25, 28-39	1
Sports Replay Operator Open Date: 6/18/21 Hire Date: 8/9/21	1-8, 10, 15, 17-21, 23, 25, 28-39	6
Sports Remote Producer Open Date: 6/17/21 Hire Date: 8/20/21	1-8, 10, 15, 17-21, 23, 25, 28-39	6
Sports Remote Photographer Open Date: 6/17/21 Hire Date: 8/17/21	1-8, 10, 15, 17-21, 23, 25, 28-39	1
Sports Remote Photographer Open Date: 6/17/21 Hire Date: 8/17/21	1-8, 10, 15, 17-21, 23, 25, 28-39	20
Production Assistant Open Date: 5/26/21 Hire Date: 6/4/21	1-8, 10, 15, 17-20, 23, 25, 28-30, 37	6
Master Control Operator Open Date: 7/11/21 Hire Date: 8/9/21	1-8, 10, 15, 17-21, 23, 25, 28-39	20
Sports Play by Play Announcer Open Date: 6/7/21 Hire Date: 8/9/21	1-8, 14, 15, 17-21, 23, 25, 27-39	4
First News Producer Open Date: 5/6/21 Hire Date: 7/6/21	1-8, 14, 15, 17-19, 22, 24, 27-29, 32-39	6
Reporter/MMJ Open Date: 4/5/21 Hire Date: 4/13/21	1-8, 14, 15, 17-20, 23, 25, 29-32, 34-39	20
Reporter/MMJ Open Date: 5/7/21 Hire Date: 6/15/21	1-8, 14, 15, 17-19, 23, 25, 29-32, 34-39	6
Live Truck Technician Open Date: 7/11/21 Hire Date: 9/20/21	1-8, 10, 15, 17-21, 23, 25, 28-39	6
Broadcast Engineer: Open Date: 7/11/21 Hire Date: 8/23/21	1-8, 10, 15, 17-21, 23, 25, 28-39	20

Administration Assistant/Receptionist Open Date: 9/8/21 Hire date: 9/29/21	1-8, 10, 19	6
Broadcast Director Open Date: 7/22/21 Hire Date: 10/3/21	1-8, 10, 15, 17-21, 23, 25, 28-39	1
Broadcast Director Open Date: 7/22/21 Hire Date: 10/19/21	1-8, 10, 15, 17-21, 23, 25, 28-39	6
News Producer Open Date: 11/1/21 Hire Date: 11/7/21	1-8, 15, 17-23, 25, 27-39	1
New Reporter/MMJ Open Date: 10/29/21 Hire Date: 11/22/21	1-8, 15, 17-23, 25, 27-39	2

SECTION 2

**WDAY-TV
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**EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021**

MASTER RECRUITMENT SOURCE LIST

RS Number	Recruitment Source Information	Source Entitled To Vacancy Notification? (Yes/No)	# Of Interviews Referred By RS Over Reporting Period
1	Internal Posting – WDAY(AM), WDAY-TV Joshua Rohrer (701) 237-6500 PO Box 2466, Fargo, ND 58108	N	5
2	Internal Posting – WDAZ-TV Grand Forks Jodi Mishler, Office Mgr (701) 775-2511 PO Box 12639, Grand Forks, ND 58201	N	
3	Internal Posting – KBMY-TV Tony Krukenberg (701) 223-1700 1811 N 5th St, Bismarck, ND 58501	N	
4	Forum Communications Company Website www.forumcomm.com (jobshq.com) Mandie Begin (701) 241-5550 PO Box 2020; Fargo, ND 58107	N	5
5	Internal Corporate email listing Mandie Begin (701) 241-5550 PO Box 2020, Fargo, ND 58107	N	
6	Ascentis Recruiter Listing (indeed.com, simplyhired.com, trovit.com, glassdoor.com, usmilitarypipeline.com, Linked In, Facebook) Mandie Begin - (701) 241-5500; hr@forumcomm.com	N	22
7	Sitting Bull College Stephanie Rusher (701) 854-3861, stephanie.rusher@sittingbull.edu 9299 Hwy 24, Fort Yates, ND 58538	Y	
8	United Tribal Technical College Gregory Sturm (701) 255-3285, gsturm@uttc.edu 3315 University Dr., Bismarck, ND 58504	Y	
9	Minot State University 1-800-777-0750 Career Services https://www.minotstateu.edu/careers 500 University Ave, West Minot, ND 58707	N	
10	<i>The Forum</i> (daily newspaper) Mandie Begin (701) 241-5550 PO Box 2020, Fargo, ND 58107	N	
11	<i>The Grand Forks Herald</i> (daily newspaper) Mandie Begin (701) 241-5550	N	

	375 2 nd Ave N, Grand Forks, ND 58201		
12	Duluth News Tribune (classified ads) Mandie Begin (701) 241-5550 424 W First St, Duluth, MN 55802	N	
13	Jamestown Sun (classified ads) Mandie Begin (701) 241-5550 301 4 th St, Minot, ND 58701	N	
14	NAB Job Bank Careerpage.org (1-800-622-2414) 1771 N St, NW Washington, DC 20036	N	
15	Broadcast Employment Services www.tvjobs.com (760) 754-8117 PO Box 4116, Oceanside, CA 92052	N	
16	Medialine www.medialine.com Customer Support Listing (800) 237-8073 PO Box 51909, Pacific Grove, CA 93950	N	
17	Minnesota State University at Moorhead https://app.joinhandshake.com/ (218) 477-2131 1104 7th Ave S, Moorhead, MN 56560	N	
18	UND School of Communications https://app.joinhandshake.com/ (701) 777-2011 Columbia Hall Room 2370 501 N Columbia Rd Stop 7169 Grand Forks, ND, 58202-7169	N	
19	Fargo Job Service / Job Service of ND (701) 239-7300; infojsfg@nd.gov 1350 32nd St S. Fargo, ND 58103 1-800-247-0985	Y	
20	Word of Mouth Referral	N	9
21	ND St. College of Science / Career Services www.myinterfase.com/ndscs/employer 1-800-342-4325 800 8 th St N, Whapeton, ND 58103	N	
22	Radio Ad / on air / WDAY AM 790 Program Director (701) 237-6500 PO Box 2466, Fargo, ND 58108	N	
23	SDSU Journalism/Mass Comm Dept. https://app.joinhandshake.com/ Dr. Mary Arnold, Dept Head 1175 Medary Ave, Brookings, SD 57006 (605) 688-4171	N	
24	All Access Inc/Radio & Music Industry Allaccess.com, (310) 457-6616 28955 Pacific Coast Highway Suite 210-5 Malibu, CA 90265	N	
25	St Cloud State Mark Mills – Chair, Dept of Mass Comm mlmills@stcloudstate.edu Stewart Hall 125, 720 4 th Ave S St. Cloud, MN 56301 (329) 308-3294	N	
26	National Academy of Television Arts & Sciences jobbank.emmyonline.org	N	

	450 7th Ave #808, New York, NY 10123 (212) 459-3630		
27	NDSU Career Center - (701) 231-7111 1301 Administration Ave., 306 Ceres Hall, Fargo, ND 58108 https://career.ndsu.edu/	N	
28	Dakota State University https://app.joinhandshake.com 820 Washington Ave N Madison, SD 57042 605-256-5122	N	
29	Mayville State University https://app.joinhandshake.com Old Main 26, 303 3rd St NE, Mayville, ND 50257 701-788-5254	N	
30	Concordia College https://app.joinhandshake.com Parke Student Leadership Center, Knutson Campus Center 901 8th St S, Moorhead, MN 56562 218-299-3020	N	
31	University of Colorado - Boulder https://app.joinhandshake.com Center for Community, S440 133 UCB, Boulder, CO, 80309 (303) 492-6541	N	
32	University of Nebraska - Lincoln https://app.joinhandshake.com Nebraska Union, Lincoln, NE 68588 (402) 472-3145	N	
33	University of Southern California https://usc-csm.symplicity.com/employers 3601 Trousdale Parkway, STU 110 Los Angeles, CA 90089 (213) 740-9111	N	
34	University of Montana - Missoula https://app.joinhandshake.com Lommasson Suite 154 Missoula, MT 59812 (406) 243-2022	N	
35	Arizona State University https://app.joinhandshake.com Student Services Building 1151 S Forest Ave #329 Tempe, AZ 85287 (480) 965-2350	N	
36	University of Minnesota - Minneapolis https://app.joinhandshake.com Morrill Hall, 100 Church St. S. E., Minneapolis, MN 55455 (615) 625-5000	N	
37	University of Wisconsin - Madison https://app.joinhandshake.com 1415 Engineering Dr. Madison, WI 53706 (608) 262-3471	N	

38	Washington State University https://app.joinhandshake.com Lighty Student Services 180, NE Wilson Rd, Pullman, WA 99164 (509) 335-6000	N	
39	Bemidji State University https://app.joinhandshake.com Decker Hall 202 1500 Birchmont Dr. NE #18, Bemidji, MN 56601 (218) 755-2038	N	
		TOTAL INTERVIEWS:	41

SECTION 3

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RECRUITMENT INITIATIVES

	Type of RI	Brief Description of Activity
1	Internship Program	<p>The Employment Unit is dedicated to helping prepare students for careers in electronic media through cooperative education programs with colleges and universities. Toward this end, Forum Communications Company has offered an on-going internship program in various broadcast departments. These departments include: news, sports, production, and media sales. The internships involve learning, observing and working within the assigned department for a full college/university semester. The internship total hours vary with the number of credits the learning institution offers for an internship. The Employment Unit had 3 interns during the Reporting Period:</p> <ul style="list-style-type: none">• News Producer Intern – 4/17/21-present - NDSU, Fargo, ND• Weather Intern – 4/17/21 – present - UND, Grand Forks, ND• News Producer – 7/6/21 – present - MSUM, Moorhead, MN
2	Training Program	<p>The Employment Unit has continually hired college students and other individuals for on-the-job training in production. These individuals are trained at entry-level positions and have the potential for full-time employment in production or other areas of the station. Examples include garnering full-time employment in graphics, audio, technical directing, audio board for radio, voicing ads for radio, news/sports shooting, sales, etc. The Employment Unit also affords staff the opportunity to be trained on live remote production involving all aspects of a live production from a production trailer at a remote site. The Employment Unit is committed to developing the skills of current staff, encouraging them to reach their potential within Forum Communications Company and, as such, promotes many part-time staff to full-time positions.</p>
3	Job Fair Co- Sponsor	<p>The Employment Unit's parent company, Forum Communications Company, co-sponsors three different job fairs in the Fargo-Moorhead area along with Job Service of North Dakota and another radio group. Those jobs fairs were the following:</p> <ul style="list-style-type: none">• HIRED Job Fair - August 10th, 2021 Sponsors: WDAY-TV & Forum Communications• UND Job Fair – September 21st, 2021 Sponsors: WDAY-TV• SDSU Job Fair – November 3rd, 2021 Sponsors: WDAY-TV

4	Participate in Educational Institutions	<p>Four of WDAY-TV's on-air staff teach journalism/mass communication classes at local universities. During their classes, these staff members frequently have other Employment Unit personnel serve as guest speakers, allowing the students to hear different perspectives regarding journalism and mass communications as a career path. The four staff members who teach classes encourage students to apply for on-the-job training in production and alert students to opportunities as they arise with the Employment Unit.</p> <p>In addition, other anchors and meteorologists participated as guest speakers at various elementary, intermediate, high school and higher level education institutions. Their visits consisted of enlightening students about their jobs and the operations of the Employment Unit's stations.</p> <p>Teaching by Employment Unit Staff During the Reporting Period:</p> <ul style="list-style-type: none"> • Spring 2021 - Campus News Write-In (MSUM) - taught by Lead Anchors • 10/14/21 – MSUM Foundations of Sports Communications – taught by General Manager <p>Visits To/Participation With Educational Institutions During the Reporting Period:</p> <ul style="list-style-type: none"> • 12/10/20 – visit with elementary class by Meteorologist • 12/18/20 – visit with elementary class by Meteorologist • 1/28/21 – visit with preschool class by Meteorologist • 2/3/21 – visit with elementary class by Meteorologist • 2/5/21 – visit with elementary class by Meteorologist • 2/26/21 – visit with elementary class by Meteorologist • April 2021 – visit with college class by Producer • 4/20/21 – visit with elementary class by Meteorologist • 5/11/21 – visit with high school class by Meteorologist • 5/11/21– visit with high school class by Meteorologist • 9/21/21 – visit with middle school class by Meteorologist • 9/22/21– visit with middle school class by Meteorologist • 9/23/21– visit with middle school class by Meteorologist
5	Marcil Innovation Center	<p>The Employment Unit's parent company, Forum Communications Company, has donated to Minnesota State University Moorhead to create the Marcil Center for Innovative Journalism. This Center creates an integrated news environment across print, broadcast and digital platforms to give students relevant journalism experience and develop business skills for the rapidly evolving media industry. With the help of Forum Communications, the Marcil Center provides career programming, employment opportunities, and scholarship support for MSUM students.</p>

6	Scholarship Programs	Through The Marcil Center for Innovative Journalism, Forum Communications provides 10 full scholarships to MSUM students interested in pursuing a career in journalism.
7	Additional Station Functions	The Employment Unit offers group tours continually throughout the calendar year hosting grade school children to university students offering them insight into all opportunities available in broadcasting. WDAY conducted one tour to high school students during the Reporting Period.